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ABSTRACT

This bibliography gives an overview of the literature on the subject of drug abuse in industry and presents the issues as seen by industry, government, and professionals in the field. New areas of discussion, such as industry's role in employing ex-addicts, are covered as well as security, safety, and legal areas as they relate to the development of drug policies for industries. The 50 citations include author's name, title of the article or book, source, volume and pages, and publication date followed by a one-paragraph abstract. Compiled by the National Clearinghouse for Drug Abuse Information, the Selected Reference Series are short, representative listings of abstracts on subjects of topical interest. The selection of literature is based on its currency, its significance in the field, and its availability in local bookstores or research libraries. The scope of the material is directed toward students writing research papers, special interest groups (such as educators, lawyers and physicians), and the general public requiring more resources than public information materials can provide. Each reference series is meant to present an overview of the existing literature, but is not meant to be comprehensive or definitive in scope. (BL)

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SERIES 6. NO. 1

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DRUG ABUSE IN INDUSTRY

With the widespread use of drugs affecting large segments of the population, it would be unrealistic to think that business and industry would be immune to the problems of drug abuse. Most companies will admit that they have become aware of the drug problem because of its effects on efficiency, cost and personnel. Drug abuse in industry, which was almost nonexistent 10 years ago, is growing at an alarming rate. Industry is trying to cope with the drug problem by developing a wide range of company programs dealing with prevention, detection, treatment and rehabilitation. Books and articles are being written and conferences are being held to examine ways of preventing, detecting and treating drug abusers.

This bibliography gives an overview of the literature on the subject of drug abuse in industry and presents the issues as seen by industry, government, and professionals in the field. New areas of discussion, such as industry's role in employing ex-addicts, are also covered. Security, safety and legal issues are other areas of concern to industry in the development of their drug policies.

This bibliography should provide background and highlights of current programs to industrial personnel and others interested in the problem.

Each bibliography of the National Clearinghouse for Drug Abuse Information Selected Reference Series is a short, representative listing of abstracts on subjects of topical interest. The selection of literature is based on its currency, its significance in the field, and its availability in local bookstores or research libraries. The scope of the material is directed toward students writing research papers, special interest groups, such as educators, lawyers and physicians, and the general public requiring more resources than public information materials can provide. Each reference series is meant to present an overview of the existing literature, but is not meant to be comprehensive or definitive in scope.

SE 876 689

Addiction: problem for employers. Chemical and Engineering News, 48(22):13, May 25, 1970.

Business and industrial firms are forced to pay increasing heed to the problem of drug abuse by employees. Since drug abuse is not easy to detect, and even more difficult to prove, it is necessary to use specialized chemical techniques and to exercise caution in making charges. A further aspect of the problem is the social and economic responsibility to aid in the rehabilitation of drug abusers through the possibilities of steady employment and alternatives to drug dependence. This news report reflects opinions of participants in a symposium on drug abuse in industry held in Philadelphia in May 1970.

An alert. Narcotic usage among employees in industry. Journal of Occupational Medicine, 10(10):619-620, 1968.

Investigation in a medium-sized industry in the Eastern United States uncovered nine users of narcotics and barbiturates as well as the sale of narcotics on the premises. Company policy now requires routine physical examinations and urine tests for narcotics and barbiturates as a condition of employment. There are legal difficulties in making present employees undergo such tests, however. Success of the program in this company is attributed to treating drug abusers in the same manner as alcoholics, i.e., with sincere efforts at rehabilitation, but with threat of job loss should rehabilitation fail. Because drug abusers present serious safety and security problems as well as work problems, drug abusers should not be included in hard core employment and training programs until after successful rehabilitation. (2 references)

Bisgeier, G. P. A medical department's experience in hiring "hard core" unemployed. American Journal of Public Health, 59(8):1361-1365, August, 1969.

Varied experiences are recorded with suspected narcotic addicts among hard core unemployed during a special hiring program at the Bell Telephone Company. Five of these suspected addicts were not hired, four were employed for a short period of time (several weeks to several months), and three became fully retained employees. Of the latter three, two are considered ex-addicts, and one appears not to have been an addict; all will remain under medical supervision.

Bisgeier, G. P. How many new employees are drug abusers? In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 89-92.

There are different categories of drug abusers - the experimenter who has tried drugs a few times; the recreational user who uses drugs once or twice a week; the user with personality defects in whom drug abuse is only part of a greater problem; and the addicted user. Each of these

groups presents a different problem for the industrial physician. While the exact number of new employees who are drug abusers is uncertain, the incidence of identified drug abusers at the New Jersey Bell Telephone Company exactly doubled, from four per thousand to eight per thousand, between July 1969 and April 1970. Applicants are questioned about the use of narcotics and illegal use of drugs, examined for tracks or other signs of drug abuse, and, where indicated, urine chromatography is done. If a rehabilitated addict is employed, he remains under the observation of the medical department, with periodic visits and urine tests, as with any other employees with chronic diseases prone to relapse. (Author abstract, modified)

Brown, C. S. Can you recognize drug abuse? Supervisory Management, 16:18-22, August, 1971.

Industry is just beginning to feel the impact of drug abuse. More and more people who enter the work force have taken or are currently using drugs. Heroin addicts and abusers of the "soft" drugs are described for industrial personnel. Employees who take drugs are more likely to be using amphetamines, barbiturates and marihuana than heroin. Signs and symptoms of drug abuse (including absenteeism, unusual behavior patterns, and poor work performance) are also described for supervisors.

Cohen, Sidney. Identification and diagnosis of drug abusers. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 109-114.

Some of the signs and symptoms useful in identifying marihuana users are brown discoloration of the tips of the thumb and index finger, conjunctivitis, chronic cough, and drowsiness. The physical appearance of a person under the influence of lysergic acid diethylamide, or LSD, includes mydriasis and facial flushing, generally accompanied by blocked or inappropriate speech. Prolonged use of LSD may lead to depressive or anxiety reactions, psychoses, or loss of drive. Chronic amphetamine abusers show mydriasis, needle marks, marks from compulsive scratching, a dry mouth, malnourishment, and, when "coming off" the drug, depression and apathy. Barbiturate intoxication produces ataxia, speech difficulties, and confusion. The major presenting symptoms of the heroin addict are contracted ("pinpoint") pupils and dermatologic stigmata.

The addict in active treatment should be given the opportunity of employment if the firm's medical or personnel department keeps in contact with the patient's therapist. The job can be an important motivating factor in staying free of drugs. Often drug abusers must be dismissed for various reasons. The loss of a job, however, often intensifies the drug abuse problem so thought should be given to each individual case. Some employees can be helped through their drug abuse problem and can remain useful employees. (Author abstract, modified)

A drug on the market. Newsweek, March 27, 1972, p. 90.

Drug abuse in industry is a problem all over the country. It is worse in the Northeast and particularly in New York where a study found 34,000 heroin users in conventional jobs. Only a few companies have developed counseling and rehabilitation programs. One effort is being made by a broad-based group of executives and labor leaders in New York. They are forming PACT (Provide Addict Care Today) with several aims: to explain the problem to business and the community, to press for financing of rehabilitation, to enforce treatment of addicts as a medical problem and to provide jobs for "clean" addicts. Equitable Life of New York and GM's Detroit Diesel Allison Division have begun treatment and rehabilitation programs but they are clearly exceptions; most companies find it easier to fire all drug users.

Drugs in industry: a growing problem. Attack, 5(2):3, 1971.

The discussion centers on the extent of the drug abuse problem among employed workers, particularly those in New York State. Statistics are cited from an analysis made by the State Narcotic Commission and a survey by the National Industrial Conference Board of New York. Drug abuse was reported to be widespread in Boston, San Diego, Detroit, and Fremond, California. Many companies have had a drug abuse problem among employees for many years but do not know it or will not acknowledge it. Various methods are described that are used by companies in dealing with their addicted employees.

Drugs raise a specter. Business Week, May 9, 1970, pp. 80-82.

The use of drugs on the job is growing. Those closest to the problem expect the crisis to deepen as young workers enter the labor force in increasing numbers. At present, neither business nor labor believes that huge numbers of workers use drugs. The fear is that anything that has grown so fast might quickly escalate into a major problem. Drug use on the job is often invisible because few employers recognize its signs. Most users are fired not for drug use, but for its effects - absenteeism, chronic lateness, sleeping on the job or theft. Job performance is the key to identifying drug users. Managers agree that screening out drug-using applicants works better than weeding out drug-using employees. Those executives who have concerned themselves with drug problems recognize conflicting responsibilities. They have to protect their company against damage; they want to help the drug user if he wants help; they feel the obligation to shield other employees.

Eaton, Merrill T. Alcohol, drugs and personnel practices. Personnel Journal, 50:754-8, October, 1971.

Although no one can predict how many drug users will be in the work force in the coming years, it is safe to say that the number will be appreciable because the use of drugs by the general populace is so widespread. Three recommendations are in order: 1. It is useless to attempt to screen out drug users. 2. When drugs interfere with work, warn - then fire. 3. Medical programs and benefits should cover drug problems. The answers to the problem of drug abuse lie in the education of all employees and in medical and rehabilitation programs similar to those provided for alcoholics. (Author abstract, modified)

Eli Lilly. Drug abuse. What one company is doing about it. Lilly News, April 25, 1970.

Eli Lilly and Company maintains tight security precautions with the drugs of abuse it manufactures in its most important drug abuse prevention role. An adjunct to this activity is its program of sending representatives of the company to speak to community groups about drug abuse. Most of the paper is devoted to portions of a speech and a question-and-answer session conducted by Ivan F. Bennett, M.D., senior physician in research at Lilly. This includes discussion of the terms tolerance, habituation, and addiction, and answers to questions about drug abuse prevention, the range of drugs of abuse, and reasons why youngsters take drugs. The talk also touches on alcohol abuse, marihuana, LSD (lysergic acid diethylamide), heroin, and amphetamines. The company has a tight internal security system to prevent theft and diversion of products. A formula identification code (Lilly identi-code) is of value to law enforcement agencies. Lilly activities in drug abuse education include preparation and distribution of printed educational materials.

Firms seem reluctant to give drug tests. Industry Week, 174:27, July 24, 1972.

A survey of firms in the Chicago area showed that most companies are not ready to deal with alcoholism or drug abuse on a positive basis. Most companies are reluctant to check employees routinely through systematic chemical detection methods for drug abuse and alcoholism. Drug users were discovered by companies regardless of the company's size, number of employees or type of business.

Fraser, Gordon S. Illegal use of drugs in the plant. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 93-100.

An extremely important area of security concern is the danger of potential blackmail to obtain trade secrets through the threat of exposure of drug

users by agents in competitive companies. Equally important is the danger that a drug addict may sabotage plant operations, or even totally destroy a plant, while under the combined influence of hallucinatory drugs and emotional aberration. In the shipping and aviation industries, it is further necessary to guard against drug smuggling by employees. Security personnel and industrial physicians need to work together to discourage the local pharmacists who may be illegally furnishing narcotics or other drugs to industrial workers. The physician may often be in a position to furnish information on such violators to the security department, which can then take the necessary steps to bring law enforcement agents into the picture. (Author abstract, modified)

Fraser, Havelock F. Problems resulting from the use of habituating drugs in industry. 1. Pharmacology of habituating drugs. American Journal of Public Health and The Nation's Health, 48(5):561-570, May, 1958.

Most of the drug problems in industry and in general medicine are caused by habituating drugs that impair performance and induce physical dependence. The most universal offenders in this respect are alcohol and barbiturates. Opiate-type drugs induce physical dependence, of course, but their abuse does not affect as many persons. Other drugs which induce physical dependence under conditions of abuse are meprobamate and doriden. Habituating drugs that do not provoke physical dependence include cocaine, marijuana, and the amphetamines. While drugs in this category may produce deleterious effects, their abuse is usually restricted to more isolated segments of the population. (25 references) (Author abstract)

Garfield, Frederick M. The drug problem and industry. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 43-48.

While there are no statistics available on the actual extent of the drug abuse problem in business and industry, a survey in one city revealed that almost 60 percent of the companies that employed from 275 to 80,000 employees were drug-screening all job applicants. However, only 34 percent of the organizations reported having formal policies on coping with drug abuse among employees. A pattern for a program of drug abuse prevention in industry should include: (1) Provisions for education and orientation service for industrial physicians and nurses to assist in handling general psychiatric as well as drug abuse problems. (2) Educational and orientation service for supervisory personnel, to aid in early recognition of drug abuse. (3) A consulting service to company physicians and management for the evaluation and rehabilitation or referral of drug abusers. (4) Provisions for research into possible adverse influences on the morale and productivity of employees not abusing drugs. (5) Development of relationships with community agencies concerned with the welfare of employees. (6) An information and education program for employees, to provide accurate, factual information about the dangers of drug abuse. Additionally, company security agents should be trained to recognize "pushers" and other aspects of drug procurement on company premises. (Author abstract, modified)

Goldenberg, I. Ira. Employment and Addiction: Perspectives on Existing Business and Treatment Practices. Washington, D.C.: U.S. Department of Labor, 1972.

The overall purpose of this study was to assess and analyze existing business practices concerning drug use by employees and related employer relationships with manpower and drug addiction control agencies. A survey was undertaken of the practices of both employers and drug treatment programs with respect to the employment needs of drug users and ex-users; questionnaires were administered to employers, drug program personnel and drug users. It was found that in practice, drug programs do not see vocational training or job placement as playing an important role in the "rehabilitative" process, while employers are actively excluding people with a history of drug problems from the labor force. In addition to the survey and questionnaire data, a comprehensive review of the relevant literature is presented with bibliography. (Author abstract)

Greater Hartford Council on Alcoholism. A Handbook for Supervisors on Dealing with Problem Drinking and Misuse of Other Drug Substances. Hartford: the Council, 1970.

This handbook presents guidelines for business and industry in dealing with employees who are problem drinkers or alcoholics. The supervisor has the major responsibility for identifying employees with problems. After identification, employees should be offered confidential treatment referral. Only if help is consistently refused should alcoholics be fired. A brief section draws an analogy between alcohol and drug use and their respective treatments.

Hammond, Peter G. Industry's responsibility to support local drug abuse eradication and rehabilitation programs. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 101-108.

Any program that attempts merely to deal with "the drug problem" while ignoring "the people problem" is foredoomed to failure. The solution to drug abuse in industry must be based on community programs that provide alternatives to chemically induced escape from personal problems. Knowing the community is the first step in helping it. This necessarily takes the problem-solving process out of the individual factory or industry and into the total community. An important by-product of this first step is the acquisition of knowledge of what, if anything, is already underway in the community. Such knowledge permits the concerned representatives of industry to join in coordinated community programs of education and information, treatment and rehabilitation, enforcement and correction, and social renewal, thereby avoiding costly and time-consuming duplication and overlap. (1 reference) (Author abstract, modified)

Help hooked employees kick the drug habit. Employee Relations Bulletin, June 10, 1970.

One business explains its drug policy. It holds seminars for all first-line supervisory personnel to explain and discuss the identification and management of drug-using employees. The company's policy is aimed at rehabilitation rather than punitive action. In line with this, formal action is taken only when job performance is affected by the employee's drug use.

Hine, C. H. The role of the industrial nurse in the detection and prevention of drug abuse. Occupational Health Nursing, April, 1969, pp. 15-17.

The industrial nurse is in a unique position to observe early stages of drug abuse and thereby help workers toward earlier treatment and rehabilitation. The signs and symptoms of abuse among users of various drugs are summarized. These drugs include narcotics, hallucinogens, stimulants, hypnotic-sedatives, and toxicants. Laboratory aids for drug detection are also mentioned.

Hine, C. H., and Wright, J. A. A program for control of drug abuse in industry. Clinical Toxicology, 3(1):67-71, March, 1970.

Drug use is widespread in the United States and is becoming an increasing problem in industry. Detection of drug abuse is facilitated by analytical methods for determining the presence of drugs and their metabolites in biologic fluids. Recommendations for drug abuse programs needed in industry include an educational program, policy clarifications, determination of the extent of the problem, establishment of detection, preventive and rehabilitative programs. These guidelines have been used to work out programs with a dozen industries.

Hooper, Jerry L. Warnings can curb alcohol, drug use among employees. Administrative Management, July, 1971, pp. 51-52.

Some practical methods for dealing with the problems of alcoholism and drug abuse in industry are explored. Even when declining performance indicates the presence of a problem, alcoholics and addicts may refuse to admit this possibility. After medical personnel determination, the supervisor should caution the worker about the possible trouble with his job if he allows the problem to continue. Lack of response or improvement may indicate need for more drastic action such as time off. It may begin with a two week layoff, then a three month leave of absence, followed by dismissal. Drug users present a different picture since they are generally younger and are participating in an illegal activity. Particular care should be taken not to accuse without medical tests or expert opinions.

How companies deal with the menace of drugs. Industrial Relations Newsletter, Special Report, March, 1970.

A survey was conducted in 108 companies to determine how business and industry are reacting to the problems of drug abuse. Only 34 percent of the companies had a formal drug policy. In over half of these the penalty for violating the code on drugs was immediate dismissal. Other companies were attempting to direct the employee to treatment or to provide some form of rehabilitative service in-house. Almost three/fifths of the organizations in the survey tried to ascertain an applicant's history of drug use. The means used varied from interviews to medical examination to police checks. A few companies were training supervisors in the detection and management of drug users or ex-users. Some companies were providing information in pamphlets and articles in house organs.

How Kemper aids ex-addicts. Business Week, February 26, 1972, pp. 42-43.

Kemper Insurance Group in Chicago is active in hiring ex-addicts and has tried to persuade other businesses and industries in the area to do likewise. This company works closely with a treatment and rehabilitation agency which maintains contact with the ex-addict. The company sees this outside contact as vital to the success of the ex-addict as an employee.

How to Handle the Drug Problem. An Education-action Guide for Employers. Englewood Cliffs, N. J.: Prentice-Hall, 1970.

This pamphlet contains a brief survey to help employers understand the drug abuse problem and possible roles they may play in dealing with it. The need to integrate company drug policies with other personnel policies is stressed. The ambiguities of the drug abuse problem make it wise to call upon legal and medical consultants when developing policies. Drug abuse can be difficult to detect, and amateur counseling should be prohibited. Employee education, rehabilitation, information campaigns, and public relations efforts are useful elements in a company drug abuse program. The successful public information program must rely on facts. Emphasis on legal penalties may be a useful way to discourage drug abuse. Brief sections give information on narcotics, stimulants, sedatives, hallucinogens, and marihuana. (8 references)

Johnson, H. Drug abuse in industry. Business Management, 40:30, June, 1971.

Abuse of morphine and heroin is second only to alcohol abuse as a destructive agent. There is much concern in management regarding the magnitude of hard drug use among employees. Management should give thought to the implications of drug screening programs. Resentment by employees should be anticipated. Laboratories are not 100 percent accurate in their detection. A single positive report is not conclusive evidence of addiction. Most hard drug users are not addicted; experimental and recreational users are numerous.

Kiev, Ari. An Eight Point Drug Abuse Plan for Business Organizations. Presented at AMA Briefing Session #8302-01, November 16-17, 1970, in New York. 32 pp

A brief review of the drug abuse problem in the United States introduces discussion of a plan for drug abuse prevention in business organizations. Firms should establish broadly based advisory groups to help them understand the nature of present activities in the field of drug abuse and to develop programmatic goals, compatible with existing programs and relevant to company and community needs. Drug abuse experts, personnel officials, union leaders, former addicts, and representatives of high risk segments of the work force should be included. After the advisory group has helped to shape policies and program goals, There should be a systematic assessment of resources in the company and available to it. The level and nature of the problem in the company should then be assessed. The medical department should establish emergency services and have staff trained to deal with drug abuse emergencies. Efforts should be made to keep pre-addicts and those who have not tried drugs from beginning to do so. Informers and periodic surveys may be used if handled with tact. Educational programs should be mounted to alert the work force to the dangers of drugs. Forums, discussion groups, and expert visits are useful. Sensationalism and punitive statements should be avoided. Some of the elements to be considered in developing educational programs are reviewed, with emphasis on factors which make drug abuse attractive to different categories of workers. It is often more useful to learn why and how an individual is taking drugs than what drugs are used. The need to understand the personnel, space, and time requirements of various educational programs is stressed, since programs which are not given needed support may be more harmful than beneficial. Where feasible, treatment programs should be developed by companies for their personnel. At the least, companies should establish mental health screening at pre-employment and periodic physical examinations.

Sources of guidance, including the Bureau of Narcotics and Dangerous Drugs and the National Institute of Mental Health, are indicated. The final step discussed is research. Evaluation should be part of all programs. Industry presents a unique base for epidemiological studies. With the relatively comprehensive knowledge of the health and work performance of employees available to firms, some valid inferences may be drawn about the total work force and those individuals who become abusers. A description of Encounter, a nonresidential treatment program for pre-addicts, shows the value of a warm, supportive, therapeutic milieu with firm limits and the use of reality therapy.

Lewis, Edward, Jr. How many of your personnel are captives of drugs? Hospital Management, 110(4):30-41, October, 1970.

There has been an alarming increase in drug abuse in business and industry. A review of narcotics, opiates, sedatives, tranquilizers, stimulants, hallucinogens, and other substances of abuse includes information on symptoms, modes of use, and effects which might be important in business

and industrial settings. Detailed medical histories and physical and laboratory examinations should be used to identify drug abusers. Industry should provide educational and orientation services for nurses and doctors, supervisors, management, and others. Research should be supported, and relationships should be developed with community agencies. Educational and informational programs for employees are important. Plant security is essential, both in preventing use of drugs in the plant, and in making sure that the plant is not used as a transfer point for drugs.

Louviere, V. Drug addicts are aided at a GM plant. Nation's Business, 60:20, March, 1972.

A program has been started at a General Motors plant to aid addicts who are already on the payroll. Concomitant with this is an expanded screening and detection program for job applicants to prevent an increase in the number of addicted employees.

Martin, H. S. Industry screening workers, applicants to stem drug use. Industry Week, 170:18-19, August 30, 1970.

In the face of a growing number of drug abusing employees, many firms are using screening techniques to reveal users already employed. Drug testing is also being used as part of the screening procedures for new job applicants. In the past, fear of violation of civil liberties has kept industry from using massive screening procedures. Corporate reaction to drug users is varied. Some firms immediately fire the employee upon discovery of drug use. Others keep the employee for a trial period if he will go into a rehabilitation program. A third alternative is to sever him, recommend that he undergo a formal program of rehabilitation and promise a new job if he successfully completes the program.

Musacchio, C. P. Coping with drug abuse in industry. Supervisory Management, 17:39-42, April, 1972.

The abuse of drugs has spread to most plants and offices in the United States. Although alcoholics far outnumber addicts, many industrial officials are more alarmed by the increase in drug abuse than by alcoholism. Kemper has made a public policy of nondiscrimination in the hiring of rehabilitated addicts. Supervisors are reminded that unsatisfactory performance may indicate any number of health problems; thus referral to the medical office is always an option when drug abuse is suspected. Industry can help stem the problem of drug addiction in two ways: 1. By directing the addict or abuser to professional help; and 2. By offering job opportunities that give the addict a sense of his own worth.

National Coordinating Council on Drug Education. If He Really Retired, He Says He'd Probably "Go to Pot." Washington, D.C.: National Coordinating Council on Drug Education, 1971.

John Finlator, former Deputy Director of the Bureau of Narcotics and Dangerous Drugs, is planning to assemble a small staff to assist him with drug consulting projects. These projects will primarily involve industrial personnel problems associated with drug abuse. Finlator's opinions on youth attitudes, legalization of marihuana, and the National Coordinating Council on Drug Education are briefly discussed.

New York Chamber of Commerce. Drug Abuse as a Business Problem. The Problem Defined with Guidelines for Policy. New York: New York Chamber of Commerce, 1970.

Practical advice and useful information about the drug problem in business are intended to help firms deal with drug abuse in policy formation and day to day operations. The extent of the drug abuse problem in business is examined theoretically and illustrated with the results of a survey of 50 New York firms. Both the problems faced by companies and the questions raised by businessmen are reviewed. Clinical and theoretical information about drug abuse and drug abusers is summarized. A group of policy statements on drug abuse from firms of different sizes and in different fields shows the range of concern and action. A list of drugs of abuse includes information about the drugs and typical abusers. Agencies within New York providing help on narcotic problems are listed and briefly described. The work and structure of the New York State Narcotic Addiction Control Commission are set forth. Federal law and New York State law concerning drugs are explained. There is a special section on the legal situation with regard to marihuana and a glossary of drug terms. In the concluding section, company responsibility is stressed, the need for policy emphasized, and the value of employee education discussed. Firms should be realistic in facing the drug problem, should seek to give and get help through liaison with other firms and agencies, should pin down responsibility within their own management, train personnel, improve the corporate environment, cooperate with drug abuse agencies and groups, and if possible create rehabilitation and detection services.

Orloske, Arthur J. Health Workshop Proceedings: Alcohol, Narcotics. Old Saybrook, Conn.: Project Learn, 1969.

The proceedings of a workshop on alcohol and drug education held at the University of Bridgeport in 1969 offer information on the overall problems and suggest means to deal with the specific problem of the growing misuse of drugs. Basic considerations include: medical and psychiatric aspects of alcoholism and its social implications; the ethics of drinking alcohol; industrial management's role toward alcohol and drug dependency;

narcotics and the law; medical and pharmacological aspects of drugs; the New Haven program for drug addiction; the law in relation to drug traffic; alcohol and drug education; and a biographical sketch of an addict. Further information includes a glossary of drug jargon, legal regulations, a bibliography, and a list of films and other resource materials. (324 references)

Perlis, Leo. Drug abuse among union members. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 75-80.

The AFL-CIO Department of Community Services recently gathered data on the extent of drug use in industry. Preliminary reports show (1) no major problem of drug abuse in union men and women in most cities; (2) where the problem exists it is minimal, but spreading; (3) drug use is greatest on the East and West Coasts; (4) drug abuse is concentrated largely in the service trades, stores, and offices, and there has always been some drug abuse in the entertainment field; (5) there is a minor problem in other areas, such as the garment, meat-packing, and automobile industries; (6) users in industry are predominantly black, Mexican-American, and Puerto Rican though abuse is spreading among all groups; (7) most users are young, many having brought the drug habit into industry from school, street, or home. The AFL-CIO is embarking on a nationwide program to spread the word on the dangers of drug abuse through joint union-management committees. (Author abstract, modified)

Prahalis, C.P. Keep off the grass. Industry Week, 170:42-48, July 19, 1971.

No one knows how many people are experimenting with marijuana, LSD, speed, heroin and other drugs; but the number is growing. Both the casual user and the addict are turning up more frequently in the office and in the factory. Managers agree drugs pose a greater potential threat than alcohol. Few executives are concerned about the number of workers who are presently using drugs. The concern is with the fact that within 5 years drug use in industry has appeared, has taken hold and is flourishing. Firms are trying to cope with drug abuse in different ways. Some fire an employee immediately. Others are more lenient. Accusation and evidence pose problems. Some people advise the company never to accuse an employee of using drugs, but to refer to the behavioral problems caused by the abuse. Accusations leave an employer wide open for slander or defamation of character suits. Executives recognize the need for a well-defined corporate drug policy. The manager must protect the company against damages inflicted by the drug user. At the same time he wants to help the user. Finally, managers feel the obligation to shield other employees. This three-sided industrial paradox has to be confronted, understood and solved.

Reported Drug Use by Employed Workers in New York State - August, 1971. Washington, D.C.: U.S. Department of Labor, 1971.

The New York State Narcotic Addiction Control Commission sponsored a survey of a representative sample of New York State households in 1970 to obtain more comprehensive data on the extent of drug use. This survey provides statistics on the extent of use of 12 classes of drugs. Of these, eight are "legal" drugs, which have appropriate medical uses (barbiturates, non-barbiturate sedative/hypnotics, relaxants or minor tranquilizers, major tranquilizers, antidepressants, prescription pep pills, prescription diet pills and controlled narcotics). Four are "illegal" drugs (heroin, LSD, methedrine and marijuana). A large proportion (65.5 percent) of all New York State residents has reported such use at least once in their lives. Approximately 12.2 percent of all respondents use such drugs at least six times a month. The drug using population is broken down by occupation and by type of drug used. Of employed drug users, sales workers show the highest percentage of drug use, especially marijuana and barbiturates. Blue collar workers show the least percentage of use for all drugs except marijuana.

Rush, Harold M.F. When a company counsels the drug abuser. Conference Board Record, 9:11-15, May, 1972.

Business and industry face many questions on the issue of drug abuse. The answers depend upon the extent of the problem and the availability of resources as well as the company's position regarding its obligation to employees off the job. One company's programs, which includes a "multi-modality" approach to professional help for the drug abuser is examined. Addicted employees are discharged for "health reasons," but may be rehired, usually in a new department if successfully rehabilitated. A minimum of 1 year must elapse between the beginning of treatment and reemployment. During this period counselors from the firm are available to the addict for support and guidance. Professional help must be used to break the pattern of drug abuse; no self-cures are permitted.

Rush, Harold M.F. and Brown, James K. The drug problem in business. Conference Board Record, 7(3):7-15, March, 1971.

The results of a 1970 survey conducted by the Conference Board to develop further data on drug abuse are presented. This survey covered a cross-section of U.S. firms in a wide range of industrial categories and in every part of the country. Two hundred twenty-two firms participated in the survey - 131 manufacturing companies and 91 non-manufacturing companies - ranging in size from 250 employees to 250,000. In addition to the presentation of the data produced by the survey, there are short discussions on selected aspects of drug abuse.

Sohn, David. Screening for drug addiction. Personnel, July-August, 1970, pp. 22-30.

Personnel managers are urged to pay attention to drug addiction and drug abuse in screening new applicants for employment. Drug abuse may reduce efficiency, lower incentives, and make an employee steal from his employer. A brief nontechnical discussion reviews substances frequently abused. Detection techniques usable by personnel departments or medical departments of firms are considered. The main focus is on detection of drugs in urine and other bodily fluids through thin-layer gas or gas-liquid chromatography and ultraviolet spectrophotofluorometry. Ethical and legal problems of testing for drug abuse can be overcome by incorporating a release in job applications. The question of whether or not company physicians should report suspected drug abusers to legal authorities under various circumstances is discussed. An insert in the article describes the results of a survey of 108 companies showing that 34 percent had formal drug policies, 95 percent did not distinguish between addictive and nonaddictive drugs, 60 percent mentioned both sellers and users in policy statements, and more than half stated immediate dismissal as penalty for a first offense. Three-fifths of the companies try to find out if applicants use drugs, most of them through interview or physical.

Sohn, David, and Simon, Julius. Narcotics detection and industry. Journal of Occupational Medicine, 12(1):6-9, January, 1970.

Narcotics addiction within the United States has increased at an alarming rate. Accompanying this rise has been an increase in the use of habituating drugs, primarily amphetamines and barbiturates. Industry's stake in this issue is great. The abuse of drugs affects work performance, plant security, trade and professional confidences and an organization's responsibility to its employees. Drug screening techniques for narcotics and habituating drugs involve two major considerations: the substance to be tested and the methods of testing. Blood, saliva and urine are available for testing. Methods for testing include: ultraviolet spectrophotometry and spectrophotofluorometry, gas chromatography, paper chromatography, and thin-layer chromatography. These methods are described in detail. (18 references)

Skinner, William J. Drug abuse in American business. Journal of Drug Issues, 1(2):141-145, 1971.

The responsibility for combating the problem of drug traffic and abuse does not reside only within the drug industry but goes beyond this to the community at large. Business leaders must first promote a safe, healthy, and productive atmosphere that is essential to efficient and effective work efforts and conducive to preventing drug and alcohol abuse. They should also offer entertainment and incentive programs to the employee's family, as well as provide informational activities and literature to help employees recognize and deal with problems at home. Establishment of a firm basis for work is likely to enhance profits and be to the advantage of stockholders as well. Finally, management must be aware of

community problems and the possible involvement of any company employees. When this is determined, particularly in the case of illegal drug use, business leaders must cooperate to solve the problem and prevent its recurrence. (2 references)

Smith, David Joe. Physician's duty to patient...to company. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 81-87.

Based on reports of the U.S. Bureau of Narcotics and Dangerous Drugs and on studies reported in industrial journals, any employer of more than 50 persons is likely to find drug abusers among them. This becomes a virtual certainty in companies of larger size and with the new factor of employing ghetto dwellers and young people. The industrial physician therefore must become better informed on the problem than has seemed necessary in the past. A protocol for such needed information includes the ability to detect and identify drug users among job applicants, as well as among employees; knowledge of types most likely to be drug users and of the kinds of drugs most often involved; information on handling acute drug reactions and their attendant problems; and knowledge of follow-up principles and practices, legislative regulations, and special medico-legal implications. Finally, the industrial physician must become well acquainted with the treatment and rehabilitation facilities and resources in his community to fulfill his medical obligation to the drug user as a patient. (21 references) (Author abstract, modified)

Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970.

This is a collection of papers, speeches, and information presented at a symposium on drug abuse in industry in 1970. Among the topics treated are: existing problems in drug abuse; drug abuse in a small company; drug abuse in a large company; definitions of drug abuse; the drug problem and industry; procedures for drug abuse prevention in industry; Federal and State narcotic and drug laws; workmen's compensation laws and drug abuse; legal rights of employees, physician, and company; drug abuse among union members; physician's duty to patient and to company; prevalence of drug abuse among new employees; illegal use of drugs in the plant; industry's responsibility to support local drug abuse eradication and rehabilitation programs; identification and diagnosis of drug abusers; screening procedure for new employees; clinical perspectives in evaluating drug abusers; statistical analysis of early experience with urine chromatography for drug identification; drug screening in clinical practice; writing drug abuse policies for small, medium size, and large companies; program planning experiences of Pitney-Bowes, Inc. and the Sun Oil Company; legal controls; sources of help; and sources of information. A section on identification of drugs provides color photographs of many commonly abused drugs. The information varies in technical level,

but would be useful to physicians, personnel officers, executives, and others dealing with drugs in industry. English and Spanish abstracts of each article, speech, or paper are provided. Abstracts of several of these chapters are included in this bibliography.

Swart, Bernard. You're going to hire who?...an ex-addict? Pulsebeat, Spring, 1971, pp. 30-31.

Business firms are discovering that with proper rehabilitation programs, ex-addicts can become productive employees. Two things which help the addict succeed are family relations which give him confidence and a good job which provides status and security. Performing a regular job for good wages is the former addict's biggest step in the direction of remaining "former." Without job support many ex-addicts become discouraged, drift back into the streets and renew the addiction cycle. Some businesses are beginning to care. Rehabilitated addicts are now being employed knowingly by a variety of businesses - banks, large and small manufacturing plants, retail shops and publishers.

Townsend, Ed. Drugs bite at business. Christian Science Monitor, August 5, 1970, p. 9.

Drug abuse is increasing in business and industry. Substances ranging from marihuana to amphetamines and heroin are used for reasons ranging from true addiction, to social pleasure, to efforts to overcome the impact of fatigue or alcohol. While alcoholism is still a more important problem, drug use is rapidly increasing. Different firms have different responses to the problem, and there is great uncertainty as to future developments.

Trice, Harrison M., and Roman, Paul M. Spirits and Demons at Work: Alcohol and Other Drugs on the Job. Ithaca, N.Y.: Cornell University, 1972.

The use of mood-altering drugs from alcohol to heroin has become a major concern to Americans. This book focuses upon the relationship between the use and abuse of mood-altering substances and the performance of work roles. The successful functioning of a society's economic sector is crucial to the overall stability of that society. Disruption of work-role performance can thus have significant consequences for both overall societal functioning and individual stability. It appears that the very nature of work roles and work organizations provides opportunities for the prevention of the long-term consequences of alcohol and drug abuse. The work place may provide a framework for prevention. This book can be divided into three parts. General background information about drug abuse and alcohol is provided in the first part. The second part focuses on more specific bases for work world concern, such as job roles and behavior. The third part of the book is concerned with the bases for

policy-program development, including a discussion of constructive confrontation, program implementation and outside resources.

Weinswig, Melvin H. Suggested procedures for drug abuse prevention. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 49-55.

One of the basic problems of drugs today is that there is a narrow line between that which will convince users of the hazards of the misuse of drugs and that which will encourage drug abuse by creating a morbid curiosity as to the effect of drugs. Society confuses the drug abuse issue by oversimplifying the answer in terms of rebellion, social rejection, Communism, etc. Actually, the reasons for drug use are as varied as the individual users. The solution to drug abuse in industry is to (1) identify the extent of the problem; (2) establish a meaningful dialogue with the users; (3) carry out a well-organized and continuing educational program based on scientific, not moralistic, information. (Author abstract, modified)

Willig, Sidney H. Legal considerations: Drug Abuse in Industry and Business. No. Miami, Fla.: Symposium Enterprises, 1971.

The legal aspects of drug abuse in industry are treated with attention to the interface of employer-employee relations; plant security; workmen's compensation and drug abuse; the industrial physician and nurse and the employee; and the public's state in industrial drug abuse. Each of these areas is treated in detail with many subtopics. The book is intended as a review, not as legal advice.

Willig, Sidney H. Legal rights of employees, physician and company. In: Stewart, W. Wayne, ed. Drug Abuse in Industry. Miami, Fla.: Halos and Associates, 1970, pp. 65-74.

Those persons inexperienced in viewing the totality of the impact of employment of the drug user are often astonished to discover the unexpected ramifications of the problem. Most often overlooked is the employer's responsibility to the public in an activity which, on the face of it, seems to be clearly in the public interest in the employment of unfortunate individuals. Nevertheless, legal entanglements not anticipated by socially-conscious employers and their medical departments have taken many and varied forms. These have included: (1) issues of substantive law of agent and principal, master and servant; (2) labor, contract law, and product liability; (3) constitutional issues - First, Fourth, Fifth, and Fourteenth Amendments; (4) workmen's compensation; (5) responsibility for criminal violations of drug and narcotic laws; (6) negligence, malpractice and gross negligence, assault and battery, defamation, invasion of privacy, torts law and remedies; (7) pertinent

decisional law; and others. Therefore it is important that management, however charitably motivated, consult legal counsel before exposing itself and its medical staff to the unexpected risks inherent in the employment of present or rehabilitated drug users. (Author abstract)

The National Clearinghouse for Drug Abuse Information, operated by the National Institute of Mental Health on behalf of the Special Action Office for Drug Abuse Prevention and the Federal agencies engaged in drug abuse education programs, is the focal point for Federal information on drug abuse. The Clearinghouse distributes publications and refers specialized and technical inquiries to Federal, State, local, and private information resources. Inquiries should be directed to the National Clearinghouse for Drug Abuse Information, P.O. Box 1908, Rockville, Maryland 20850.

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